ORDINANCE NO: 2187

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN ORDER TO SET SALARIES FOR NON-UNION AND **EXECUTIVE EMPLOYEES** FOR THE YEAR 2004; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Resolution No. 1142 calls for an annual adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the respective pay plans for non-union and executive employees; now, therefore,

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. (A) Effective January 1, 2004, Pay Plan "N" covering non-union employees is hereby amended to grant a 1.70 percent across-the-board increase in salaries over those salaries in effect on December 31, 2003, as adopted by Ordinance No. 2142. The amended Pay Plan is attached as Exhibit "A" and incorporated herein as if set forth in full. In addition, effective January 1, 2004, all non-union employees covered by Pay Plan "N" shall receive an increase equal to the difference, if any, between the 1.70 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2004, provided that only non-union employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive such increase. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred

compensation pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

(B) Effective January 1, 2004, Pay Plan "E" covering executive employees is hereby amended to reflect a 1.70 percent increase in salary ranges over those salary ranges in effect on December 31, 2003, as adopted by Ordinance No. 2142. The amended Pay Plan is attached as Exhibit "B" and incorporated herein as if set forth in full. In addition, effective January 1, 2004, these ranges shall be adjusted equal to the difference, if any, between the 1.70 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2004, provided that only executive employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive any increase that would apply to the employee's position by virtue of the adjustment to the range. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred compensation pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

Section 2. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 3. This Ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of a summary thereof consisting of the title, in the City's official newspaper.

CITY OF REDMOND

OS MANUALL

MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED:

Bonne putton

CITY CLERK, BONNIE MATTSON

APPROVED AS TO FORM
OFFICE OF THE CITY ATTORNEY:

By:

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO.: 2187

November 26, 2003

December 2, 2003

December 2, 2003

December 8, 2003

December 13, 2003

City of Redmond Non-Union Employees 2004 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$5,034	\$6,310	\$7,586
NA10	Administrative Assistant	\$2,470	\$3,071	\$3,672
NA20	Administrative Specialist	\$2,578	\$3,242	\$3,905
NA30	Administrative Supervisor	\$3,973	\$4,616	\$5,259
NA40	Applications Services Manager	\$5,536	\$7,034	\$8,533
NA50	Assistant Director Public Works	\$6,031	\$7,481	\$8,931
NA60	Assistant Fire Chief	\$7,113	\$7,813	\$8,513
NA70	Assistant Maintenance Manager	\$5,311	\$6,041	\$6,772
NA80	Assistant Police Chief	\$7,292	\$8,109	\$8,925
NB01	Benefits Administrator	\$3,120	\$3,958	\$4,795
NB10	Building Official	\$5,568	\$6,333	\$7,098
NB20	Business Operations Manager	\$4,569	\$5,308	\$6,046
NC01	City Clerk	\$5,498	\$6,345	\$7,191
NC10	Compensation Manager	\$4,559	\$5,739	\$6,919
NC20	Compensation and Benefits Analyst	\$3,719	\$4,685	\$5,651
ND01	Department Administrative Coordinator	\$3,067	\$3,749	\$4,430
ND10	Deputy Planning Director	\$6,223	\$7,120	\$8,017
NE01	Emergency Preparedness Manager	\$4,796	\$5,485	\$6,173
NE10	Employment and Training Manager	\$4,590	\$5,477	\$6,363
NE20	Engineer - Senior	\$5,084	\$6,124	\$7,164
NE30	Engineering Manager	\$5,230	\$6,509	\$7,787
NE40	Executive Assistant	\$3,264	\$4,017	\$4,771
NF01	Facilities Maintenance Supervisor	\$4,502	\$5,250	\$5,998
NF10	Financial Analyst - Associate	\$3,034	\$3,867	\$4,701
NF20	Financial Analyst	\$3,678	\$4,626	\$5,573
NF30	Financial Analyst - Senior	\$4,091	\$5,280	\$6,469
NF40	Financial Planning Manager	\$5,999	\$7,395	\$8,790
NF50	Fleet Manager	\$5,075	\$5,693	\$6,312
NH01	Human Resources Assistant	\$2,589	\$3,180	\$3,770
NH10	Human Resources Generalist	\$3,393	\$4,200	\$5,008

Ordinance No. 2187

City of Redmond Non-Union Employees 2004 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NH20	Human Services Manager	\$5,500	\$6,038	\$6,576
NI01	Inspection Supervisor	\$4,745	\$5,387	\$6,028
NI10	IS Manager	\$6,023	\$7,527	\$9,031
NM01	Maintenance Manager	\$5,961	\$6,756	\$7,552
NM10	Maintenance Operations Supervisor - Storm Water	\$4,700	\$5,351	\$6,003
NM20	Maintenance Operations Supervisor - Streets	\$4,731	\$5,399	\$6,067
NM30	Maintenance Operations Supervisor - Wastewater	\$4,700	\$5,351	\$6,003
NM40	Maintenance Operations Supervisor - Water Operations	\$4,700	\$5,351	\$6,003
NM50	Management Analyst - Associate	\$2,995	\$3,839	\$4,682
NM60	Management Analyst	\$3,443	\$4,413	\$5,384
NM70	Management Analyst - Senior	\$3,960	\$5,076	\$6,191
NN01	Network Communications Manager	\$5,328	\$6,720	\$8,113
NP01	Parks Maintenance Manager	\$5,784	\$6,724	\$7,664
NP100	Parks Maintenance Supervisor	\$4,150	\$4,684	\$5,218
NP10	Parks Operations Supervisor	\$4,504	\$5,153	\$5,801
NP20	Parks Planning Manager	\$5,655	\$6,218	\$6,782
NP30	Payroll Supervisor	\$3,952	\$4,877	\$5,801
NP40	Planning Manager - Development Review	\$5,634	\$6,562	\$7,490
NP50	Planning Manager - Marketing and Information	\$5,658	\$6,865	\$8,073
NP60	Planning Manager - Policy and Comprehensive Planning	\$5,918	\$6,899	\$7,880
NP65	Police Commander - Administration	\$7,193	\$7,556	\$7,919
NP70	Program Manager	\$4,764	\$5,420	\$6,077
NP80	Prosecuting Attorney	\$4,730	\$5,497	\$6,264
NP90	Purchasing/Accounts Payable Manager	\$4,914	\$6,135	\$7,355
NR01	Real Property Manager	\$4,638	\$5,257	\$5,877
NR10	Recreation Division Manager	\$5,614	\$6,508	\$7,402
NR20	Recreation Program Manager	\$4,730	\$5,343	\$5,957
NR30	Risk Manager	\$5,113	\$6,537	\$7,961
NM80	Senior Policy Analyst	\$5,461	\$6,351	\$7,240
NS01	Special Projects Manager	\$5,230	\$6,509	\$7,787
NS10	Supervising Attorney	\$6,210	\$7,220	\$8,230

City of Redmond Non-Union Employees 2004 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NS20	Support Services Manager	\$4,907	\$6,169	\$7,431
NU01	Utility Billing Manager	\$5,015	\$5,993	\$6,971

CITY OF REDMOND
PAY PLAN "E" - EXECUTIVE PAY PLAN
2004

_Grade	Title	Minimum	Midpoint	Maximum
1	Human Resources Director	\$6,698	\$8,075	\$9,453
2	Planning Director	\$7,187	\$8,352	\$9,517
3	Parks Director	\$7,390	\$8,585	\$9,780
4	Assistant to the Mayor	\$7,148	\$8,451	\$9,754
5	Fire Chief Police Chief	\$7,625	\$8,946	\$10,267
6	Finance Director Public Works Director	\$7,440	\$8,956	\$10,471